
HOUSE BILL 1787

State of Washington

67th Legislature

2022 Regular Session

By Representatives Stokesbary, Robertson, Boehnke, Dufault, Volz, Maycumber, and Graham

Prefiled 01/05/22. Read first time 01/10/22. Referred to Committee on Appropriations.

1 AN ACT Relating to providing funding for the recruitment,
2 retention, and support of law enforcement officers; reenacting and
3 amending RCW 43.101.200; adding new sections to chapter 43.101 RCW;
4 adding a new section to chapter 43.43 RCW; adding a new section to
5 chapter 77.15 RCW; creating new sections; and making appropriations.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

7 NEW SECTION. **Sec. 1.** A new section is added to chapter 43.101
8 RCW to read as follows:

9 The criminal justice training commission in conjunction with the
10 Washington association of sheriffs and police chiefs must develop,
11 implement, and expand programs for law enforcement professional
12 development outreach, retention, and support for the purpose of
13 encouraging more candidates to seek and retain careers in local law
14 enforcement. Funding must be used to educate the public on the
15 profession of law enforcement, including the challenges and
16 opportunities of a career in law enforcement, and to provide
17 additional resources for use by Washington law enforcement agencies
18 in their specific recruiting and retention efforts.

19 (1) The Washington association of sheriffs and police chiefs must
20 develop, implement, or expand law enforcement recruitment efforts and
21 programs to encourage persons seeking careers in law enforcement,

1 subject to the availability of amounts appropriated for this specific
2 purpose. Recruitment efforts must specifically target those
3 individuals who have not previously been employed as a general
4 authority peace officer in the state of Washington.

5 (2) The commission must award one-time law enforcement new-hire
6 funding totaling \$5,000 per new law enforcement officer hired to each
7 local law enforcement agency, subject to the availability of amounts
8 appropriated for this specific purpose. The commission must
9 distribute funding to each local law enforcement agency to be used as
10 sign-on bonuses for each new law enforcement officer who is hired by
11 a local law enforcement agency and has completed the basic law
12 enforcement academy. The commission shall begin distributing funds no
13 later than December 1, 2022.

14 (3) The commission must award law enforcement one-time retention
15 funding totaling \$5,000 per retained law enforcement officer to each
16 local law enforcement agency, subject to the availability of amounts
17 appropriated for this specific purpose. The commission must
18 distribute funding to each local law enforcement agency to be used as
19 one-time retention bonuses for each currently employed law
20 enforcement officer provided such officer remains employed with their
21 hiring law enforcement agency for at least one year. The commission
22 shall begin distributing funds no later than December 1, 2022.

23 (4) From amounts provided by the commission, the Washington
24 association of sheriffs and police chiefs must distribute one-time
25 grants to local law enforcement agencies to support the equipment
26 purchase and video storage costs associated with law enforcement body
27 camera programs, and any costs associated with public records
28 requests for body camera footage. Subject to the availability of
29 amounts appropriated for this specific purpose, no more than \$90,000
30 in law enforcement body camera grant funding may be awarded to a
31 single local law enforcement agency. The association shall select
32 grant recipients and begin distributing funds no later than December
33 1, 2022.

34 NEW SECTION. **Sec. 2.** The criminal justice training commission
35 shall submit a report to the governor and the appropriate committees
36 of the legislature on each of the programs under section 1 of this
37 act no later than June 30, 2023. The report must include a summary of
38 the Washington association of sheriffs and police chiefs' recruitment
39 and retention efforts, the funding recipients, the use of funds, and

1 any potential impact on anticipated recruitment and law enforcement
2 retention efforts.

3 NEW SECTION. **Sec. 3.** (1) From amounts provided by the criminal
4 justice training commission, the Washington association of sheriffs
5 and police chiefs must contract with a consultant to study and report
6 on the funding and staffing levels of local (county, municipal, and
7 tribal) law enforcement agencies in Washington. The report must
8 include a study and recommendations on:

9 (a) The short-term effect of sign-on and retention bonuses for
10 local law enforcement officers;

11 (b) The current practices for local law enforcement officer
12 recruitment, staffing, and retention;

13 (c) The recommended safe and appropriate officer staffing levels
14 needed for local communities and how much additional funding is
15 necessary to achieve those recommended ideal staffing levels;

16 (d) How much is spent to fund local law enforcement agencies in
17 Washington state as compared to other states and how staffing levels
18 in Washington compare to other states; and

19 (e) How to address local law enforcement staffing, recruitment,
20 and retention practices over the long-term.

21 (2) The association shall report its findings and recommendations
22 to the governor and the appropriate committees of the legislature by
23 June 30, 2023.

24 NEW SECTION. **Sec. 4.** A new section is added to chapter 43.101
25 RCW to read as follows:

26 The commission must provide 10 additional statewide basic law
27 enforcement trainings for a total of 25 classes in fiscal year 2022
28 and 10 additional statewide basic law enforcement trainings for a
29 total of 25 classes in fiscal year 2023 and each fiscal year
30 thereafter. The criminal justice training commission must schedule
31 its funded classes to minimize wait times throughout each fiscal year
32 and meet statutory wait time requirements. The criminal justice
33 training commission must track and report the average wait time for
34 students at the beginning of each class and provide the findings in a
35 report to the legislature due on June 30, 2023. At least five classes
36 must be held in Spokane each year.

1 **Sec. 5.** RCW 43.101.200 and 2021 c 334 s 977 and 2021 c 323 s 31
2 are each reenacted and amended to read as follows:

3 (1) All law enforcement personnel, except volunteers, and reserve
4 officers whether paid or unpaid, initially employed on or after
5 January 1, 1978, shall engage in basic law enforcement training which
6 complies with standards adopted by the commission pursuant to RCW
7 43.101.080. For personnel initially employed before January 1, 1990,
8 such training shall be successfully completed during the first
9 fifteen months of employment of such personnel unless otherwise
10 extended or waived by the commission and shall be requisite to the
11 continuation of such employment. Personnel initially employed on or
12 after January 1, 1990, shall commence basic training during the first
13 (~~six~~) three months of employment unless the basic training
14 requirement is otherwise waived or extended by the commission.
15 Successful completion of basic training is requisite to the
16 continuation of employment of such personnel initially employed on or
17 after January 1, 1990.

18 (2) Except as provided in RCW 43.101.170, the commission shall
19 provide the aforementioned training and shall have the sole authority
20 to do so. The commission shall provide necessary facilities,
21 supplies, materials, and the board and room of noncommuting attendees
22 for seven days per week, except during the 2017-2019, 2019-2021, and
23 2021-2023 fiscal biennia when the employing, county, city, or state
24 law enforcement agency shall reimburse the commission for twenty-five
25 percent of the cost of training its personnel. Additionally, to the
26 extent funds are provided for this purpose, the commission shall
27 reimburse to participating law enforcement agencies with ten or less
28 full-time commissioned patrol officers the cost of temporary
29 replacement of each officer who is enrolled in basic law enforcement
30 training: PROVIDED, That such reimbursement shall include only the
31 actual cost of temporary replacement not to exceed the total amount
32 of salary and benefits received by the replaced officer during his or
33 her training period.

34 NEW SECTION. **Sec. 6.** A new section is added to chapter 43.43
35 RCW to read as follows:

36 The Washington state patrol shall develop and implement a state
37 trooper outreach and retention program for the purpose of encouraging
38 more candidates to seek and retain careers in state law enforcement,
39 subject to the availability of amounts appropriated for this specific

1 purpose. Recruitment efforts must specifically target those
2 individuals who have not previously been employed as a general
3 authority peace officer in the state of Washington. The patrol must
4 use the funding to educate the public on the profession of state law
5 enforcement including the challenges and opportunities that a career
6 in state law enforcement provides and to provide additional resources
7 for use by the Washington state patrol in their specific recruiting
8 and retention efforts.

9 (1) The Washington state patrol must establish a state trooper
10 recruitment program, subject to the availability of amounts
11 appropriated for this specific purpose. The Washington state patrol
12 must use the funding for the state trooper recruitment program for
13 encouraging persons to seek careers in the Washington state patrol.

14 (2) Subject to a change to the applicable collective bargaining
15 agreements with the exclusive bargaining representatives consistent
16 with these terms:

17 (a) The Washington state patrol must establish a state trooper
18 new-hire program. Subject to the availability of amounts appropriated
19 for this specific purpose, the Washington state patrol must use and
20 distribute \$5,000 per trooper hired as sign-on bonuses for each new
21 state patrol officer who is hired by the Washington state patrol and
22 who has completed the Washington state patrol academy.

23 (b) The Washington state patrol must establish a state trooper
24 retention program. Subject to the availability of amounts
25 appropriated for this specific purpose, the Washington state patrol
26 must award one-time retention bonuses totaling \$5,000 per currently
27 employed state patrol trooper provided such officer remains employed
28 with their hiring law enforcement agency for at least one year. The
29 Washington state patrol must enter into collective bargaining
30 agreements as needed to implement this section.

31 NEW SECTION. **Sec. 7.** A new section is added to chapter 77.15
32 RCW to read as follows:

33 The department shall develop and implement a fish and wildlife
34 officer outreach and retention program for the purpose of encouraging
35 more candidates to seek and retain careers in law enforcement,
36 subject to the availability of amounts appropriated for this specific
37 purpose. Recruitment efforts must specifically target those
38 individuals who have not previously been employed as a general
39 authority peace officer in the state of Washington. The department

1 must use the funding to educate the public on the profession of law
2 enforcement including the challenges and opportunities that a career
3 as a fish and wildlife officer provides and to provide additional
4 resources for use by the department in their specific recruiting and
5 retention efforts.

6 (1) The department must establish a fish and wildlife officer
7 recruitment program, subject to the availability of amounts
8 appropriated for this specific purpose. The department must use the
9 funding for the fish and wildlife officer recruitment program for
10 encouraging persons to seek careers in with the department of fish
11 and wildlife.

12 (2) Subject to a change to the applicable collective bargaining
13 agreements with the exclusive bargaining representatives consistent
14 with these terms:

15 (a) The department must establish a fish and wildlife officer
16 new-hire program. Subject to the availability of amounts appropriated
17 for this specific purpose, the department must use and distribute
18 \$5,000 per fish and wildlife officer position hired as sign-on
19 bonuses for each new officer who is hired by the department and who
20 has completed the basic law enforcement academy.

21 (b) The department must establish a fish and wildlife officer
22 retention program. Subject to the availability of amounts
23 appropriated for this specific purpose, the department must award
24 one-time retention bonuses totaling \$5,000 per currently employed
25 fish and wildlife officer provided such officer remains employed with
26 the department for at least one year. The department must enter into
27 collective bargaining agreements as needed to implement this section.

28 NEW SECTION. **Sec. 8.** (1) The sum of \$2,740,000, or as much
29 thereof as may be necessary, is appropriated for the fiscal year
30 ending June 30, 2022, from the general fund to the criminal justice
31 training commission for the Washington association of sheriffs and
32 police chiefs to develop and expand programs and efforts aimed at
33 recruiting new law enforcement officers pursuant to section 1(1) of
34 this act.

35 (2) The sum of \$2,250,000, or as much thereof as may be
36 necessary, is appropriated for the fiscal year ending June 30, 2022,
37 from the general fund to the criminal justice training commission and
38 is provided solely for funding sign-on bonuses for each new law
39 enforcement officer pursuant to section 1(2) of this act.

1 (3) The sum of \$56,155,000, or as much thereof as may be
2 necessary, is appropriated for the fiscal year ending June 30, 2022,
3 from the general fund to the criminal justice training commission and
4 is provided solely for one-time retention bonuses pursuant to section
5 1(3) of this act.

6 (4) The sum of \$24,660,000, or as much thereof as may be
7 necessary, is appropriated for the fiscal year ending June 30, 2022,
8 from the general fund to the criminal justice training commission and
9 is provided solely for body camera grants to support the equipment
10 purchase and video storage costs, and the public records requests,
11 associated with law enforcement body camera programs pursuant to
12 section 1(4) of this act.

13 (5) The sum of \$150,000, or as much thereof as may be necessary,
14 is appropriated for the fiscal year ending June 30, 2023, from the
15 general fund to the criminal justice training commission and is
16 provided solely for funding the report on recruitment and law
17 enforcement retention efforts pursuant to section 2 of this act.

18 (6) The sum of \$150,000, or as much thereof as may be necessary,
19 is appropriated for the fiscal year ending June 30, 2023, from the
20 general fund to the criminal justice training commission and is
21 provided solely for funding a report by the Washington association of
22 sheriffs and police chiefs on the funding and staffing levels of
23 local law enforcement agencies pursuant to section 3 of this act.

24 (7) The sum of \$3,700,000, or as much thereof as may be
25 necessary, is appropriated for the fiscal year ending June 30, 2022,
26 and \$3,700,000, or as much thereof as may be necessary, is
27 appropriated for the fiscal year ending June 30, 2023, from the
28 general fund to the criminal justice training commission and are
29 provided solely for funding the basic law enforcement academy
30 pursuant to section 4 of this act.

31 (8) The sum of \$100,000, or as much thereof as may be necessary,
32 is appropriated for the fiscal year ending June 30, 2023, from the
33 general fund to the Washington state patrol and is provided solely
34 for the purpose of establishing a state trooper recruitment program
35 pursuant to section 6(1) of this act.

36 (9) The sum of \$540,000, or as much thereof as may be necessary,
37 is appropriated for the fiscal year ending June 30, 2023, from the
38 general fund to the Washington state patrol and is provided solely
39 for the purpose of establishing a state trooper new-hire program
40 pursuant to section 6(2)(a) of this act.

1 (10) The sum of \$2,750,000, or as much thereof as may be
2 necessary, is appropriated for the fiscal year ending June 30, 2023,
3 from the general fund to the Washington state patrol and is provided
4 solely for the purpose of funding one-time Washington state patrol
5 retention bonuses pursuant to section 6(2)(b) of this act.

6 (11) The sum of \$100,000, or as much thereof as may be necessary,
7 is appropriated for the fiscal year ending June 30, 2023, from the
8 general fund to the department of fish and wildlife and is provided
9 solely for the purpose of establishing a fish and wildlife officer
10 recruitment program pursuant to section 7(1) of this act.

11 (12) The sum of \$250,000, or as much thereof as may be necessary,
12 is appropriated for the fiscal year ending June 30, 2023, from the
13 general fund to the department of fish and wildlife and is provided
14 solely for the purpose of funding one-time fish and wildlife officer
15 new hire bonuses pursuant to section 7(2)(a) of this act.

16 (13) The sum of \$750,000, or as much thereof as may be necessary,
17 is appropriated for the fiscal year ending June 30, 2023, from the
18 general fund to the department of fish and wildlife and is provided
19 solely for the purpose of funding one-time department of fish and
20 wildlife retention bonuses pursuant to section 7(2)(b) of this act.

21 NEW SECTION. **Sec. 9.** This act may be known and cited as the
22 fund the police act of 2022.

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